



(She/Her)

Associate, Denver

P 303-892-0404

F 303-409-3833

Debora.Avelino@jacksonlewis.com

Débora Avelino is an associate in the Denver, Colorado, office of Jackson Lewis P.C. Her practice focuses on advising and representing employers on a wide range of workplace matters, including preventive counseling and compliance with federal and state employment laws.

As a member of the Affirmative Action Compliance and OFCCP Defense practice group, Débora designs and defends affirmative action plans under Section 503 of the Rehabilitation Act (for individuals with disabilities), VEVRAA (for veterans), and state affirmative action plans. She helps clients build legally sound data collection practices and applies data-driven insights to assess risks in hiring, promotion, termination, and compensation.

Before joining Jackson Lewis, Débora served as Director of the Equal Opportunity Office, ADA Coordinator, and Title IX Coordinator at a public higher education institution. In that role, she led institution-wide efforts to uphold anti-discrimination and anti-harassment policies, ensuring compliance with federal and state civil rights laws. Her work included developing policies and training programs, advising on issues related to harassment, discrimination, diversity and inclusion, accessibility, and affirmative action, and guiding leadership on internal and external communications in these areas.

Débora continues to work closely with colleges and universities on affirmative action planning, risk assessment, and the design of diversity-related programs and policies to ensure compliance with anti-discrimination laws. Beyond higher education, she partners with employers across industries to assess legal risk in employment practices, and implement proactive solutions that align with evolving regulatory standards and organizational values.

## Practices

- Affirmative Action, OFCCP and Government Contract Compliance
- Workplace Training
- National Compliance and Multi-State Solutions
- Higher Education

## Education

- Illinois Institute of Technology Chicago-Kent College of Law, J.D. 2016
- University of Illinois College of Law, LL.M. 2013
- Pontifícia Universidade Católica de São Paulo, LL.B. 2010

## Admitted to Practice

- Colorado 2023
- Illinois 2016
- Brazil 2011